

CONFIDENTIAL

Approved For Release 2001/08/31 : CIA-RDP78-04722A000300030034-5

D R A F T

31 JUL 1974

1. During the past few months we have attempted to assess the impact of the new parking system and determine whether any conclusions could be reached before the review which is required at the end of the first six months (November). We have tabulated certain statistics concerning the applicants for the two types of carpools who submitted their applications through the Directorate of Operations. In general, this covers 192 riders in two-man carpools who are issued non-reserved lane spaces, and 667 riders in carpools of three or more who are issued reserved spaces. For convenience we will refer to these as "small" (2-persons) or "large" (3 or more riders). The statistics which we discuss below may not always add up to the same totals because we have used only data which was readily available, and we made no effort to acquire information which would have to come from other sources. For example, when an applicant was a military detailee or an employee of an outside contractor, we made no effort to determine his age or length of service. We also hasten to point out that the tabulation of this information was done during the Saturday stand-by duty rather than during the normal work week. So the statistics are free, and perhaps that represents their real value.

Grade

2. The most significant difference between the old system and the new one is, of course, in the average grade of employees with reserved parking spaces. Under the old system the permits were issued by grade, and the major impact is that reserved spaces are no longer issued to GS-15's and 14's. In the large carpools, the average grade of the applicants is GS-9.4 and the median grade is GS-8. (The average grade for the Directorate of Operations is GS-10.19.) Only 25.7% of the applicants were GS-12's or above, while 34% were GS-07 or below. The grades ranged from GS-02 to GS-15 (14

Approved For Release 2001/08/31 : CIA-RDP78-04722A000300030034-5

CONFIDENTIAL

E. 2	IMPDET	CL BY	086624
------	--------	-------	--------

applicants). GS-4's and 5's substantially outnumbered GS-13's and 14's, 114 to 90. There were relatively few applicants in the mid-levels of GS-08 through 11, and most applicants were GS-5 to 7.

3. In the small carpools the statistics on grade were almost the reverse of the large carpools, although the average grade is about the same at 9.5. Most of the applicants for small carpools were in the mid-levels GS-7 to 13. There are very few who are GS-6 or below, and only 13 GS-14's or above. The largest number (55) are GS-12-13. However, it was also noted that there are 28 small carpools where both riders have the same last name and are apparently either husband/wife or parent/child. Thus about 30% of the small carpool permits are issued to people who would be riding together under either the old system or the new one.

Age

4. With respect to age, the average applicant in the large carpool is 36 years old, and the median age is 34. (The average age of DDO personnel is 38.) Approximately 37% of the applicants are under 30 years of age, and exactly the same number (229) are over 40. About 16% of the applicants are 50 or older. In the ten-year bracket from 20 to 30 there were 228 applicants, and in the 40 to 50 bracket there were only 136. The large carpools thus seem to be most attractive to younger employees, of less interest to the older ones, and of very little interest to employees in the middle age groups. We noted in paragraph 2 that the average grade of this group is 9.4, and above, that the average age is 36. Since the average age of GS-9's in the DDO is 35, this means that the average rider in large carpools is on the young side.

5. As in the case of average grade, the statistics on average age for the small carpool riders will differ from those in large carpools. Of 191 small carpool riders, only

CONFIDENTIAL

Approved For Release 2001/08/31 : CIA-RDP78-04722A000300030034-5

35, or about 18%, are 30 years of age or younger. Age 40 is both the average and the median. The average grade of the small carpool rider is GS-9.5, as noted in paragraph 3. Since the average GS-9 in the DDO is 35 years old, and since the average 40 year old employee in the DDO is between GS-12 and 13, the average small carpool rider is older than average and at a lower grade than other employees of his age.

Service

6. In terms of years of service, it was quickly apparent that younger employees are the primary users of the new system. There were 71 applicants, or 14% of the total, who had one year of service or less, and several had only a couple of months. Approximately 36% of the total had 5 years of service or less, and only about 17% had 20 years or more. The average applicant had 6 years of service. If presented as a graph, the portion reflecting one through six years of service substantially overshadows the remainder of the chart representing the other 21 years. (The range is up to 27 years.) Applicants with 20 or more years of service are substantially outnumbered by those with less than 2 years. Clearly, the large carpools are most attractive to those with the least service.

7. The small carpools have a more representative spread in terms of years of service. About 35% of the riders have 7 years of service or less, but 45% have 15 years or more. There are relatively few applicants having more than seven but less than 15 years of service.

8. And, finally, we tabulated the riders as males and females. Of the 667 riders who applied for large carpool permits, 309 were men and 358 were women. Female carpools are about 60% of the total. The population of the DDO is about 61% male and 39% female. This means that women are more likely to use carpools than men, with the

Approved For Release 2001/08/31 : CIA-RDP78-04722A000300030034-5

CONFIDENTIAL

odds being about 2 to 1. The statistics in the small carpools are about the same as those in the large ones.

9. On the basis of the above, it would appear that we would have to develop two profiles to describe the average rider in the large carpool. The first would be a young employee, in the lower grades, with very little service, and with the odds favoring the women. The other would be an older employee, past the mid-point of his or her career, at a grade slightly below the average for his age, and with the odds substantially favoring the women. The profile for the small carpool rider is different. The odds in this group strongly favor the ladies, they are in the middle age and middle grade levels, at a grade well below the average for that age group, and in one case out of three will be riding with another member of the family who also works at the Agency.

10. A few minor points. The Office of Security conducts gate counts from time to time, and these have indicated that the number of cars coming into the compound during rush hour is about the same as it was before. Consequently, the emphasis on carpooling has not reduced the number of cars being driven. Another point is that the requests for carpools now are less than they were at the time the system was initiated, and it is possible that some of the reserved parking spaces will be returned to the components for redistribution. This indicates that the major impetus toward carpools was probably the fuel shortage rather than the reserved parking permits.

11. There is also the question of whether the new system accomodates more people. Our conclusion is that the number of people being accomodated in the new system is about the same as it was under the old one. Under the old system the Directorate of Operations had [REDACTED] reserved permits and [REDACTED] in the lanes, or a total of [REDACTED] With approximately 200 employees [REDACTED] about

CONFIDENTIAL

Approved For Release 2001/08/31 : CIA-RDP78-04722A000300030034-5

25X9

25X9

██████ employees. Under the present arrangements we have 667 employees riding in the 3-person carpools, but the number of assigned permits has been reduced from ██████ to 997, and 80 of these were withheld because the lanes were over issued by 10%. Consequently, even with a larger number of employees in large carpools, and almost 200 in the small ones, we are still taking care of fewer than ██████ employees. That is a negligible increase over the prior system. 25X9

12. The final comment concerns the 2-person carpools with riders from different Directorates. This Directorate has 10 employees in riding arrangements with DDS&T personnel, 5 riding with employees in the office of the DCI, 18 riding with DDI employees, and about 40 riding with DDM&S personnel. The management of these small carpools, and the determination of which Directorate is to provide the permit, involves a workload which is totally disproportionate to the number of people being accomodated. It might be worthwhile (from our standpoint, at least) to simply give 50 or 60 lane permits to the Logistics Services Division and let them struggle with the paperwork of the small carpools which involve two people from separate Directorates. The sensible thing to do would be to simply decide that all 2-person carpools will be handled within the Directorates.

Approved For Release 2001/08/31 : CIA-RDP78-04722A000300030034-5